

BEFORE THE BOARD OF EDUCATIONAL EXAMINERS  
OF THE STATE OF IOWA

RECEIVED  
EXECUTIVE DIRECTOR  
BOARD OF EDUCATIONAL EXAMINERS

MAY 11 2018

In the matter of: ) BOEE Case No. 17-158  
) Folder No. 359966  
**CHRISTOPHER J. COVINGTON,** )  
) **COMBINED STATEMENT OF**  
Respondent. ) **CHARGES, SETTLEMENT**  
) **AGREEMENT, AND FINAL ORDER**

In accordance with the provisions of Iowa Code sections 17A.12(5) and 272.2(4) and 282 Iowa Administrative Code rule 11.4(6), and with full knowledge of the right to demand a formal hearing before the Board upon the pending complaint prior to the imposition of sanction upon his license, the Respondent expressly waives the right to a disciplinary hearing and notifies the Board of his desire to resolve the pending complaint through means of informal disposition.

The Respondent concedes the jurisdiction of the Board for all issues relevant hereto and voluntarily consents to the State's counsel presenting this agreement to the Board with the terms provided. If the Board does not accept the terms of this agreement, the disciplinary hearing will be rescheduled and the stipulations contained herein are not binding upon the Respondent and will not be presented against him at the time of hearing without further agreement of the Respondent.

Board approval of this settlement shall constitute resolution of this matter and will be entered as a FINAL ORDER of the Board.

**NOTICE OF HEARING**

A hearing in this matter will not be held, as the State and Respondent have entered into the following consent agreement in lieu of scheduling a contested case hearing. If the Board does not accept this Combined Statement of Charges, Settlement Agreement, and Final Order, the matter may be set for hearing in accordance with 282 Iowa Administrative Code rule 11.7.

**STIPULATIONS**

1. Respondent holds a MASTER EDUCATOR LICENSE (FOLDER # 359966) with the following endorsements: 5-12 American History, 5-12 Psychology, K-12 Instructional Strategist II: BD/LD, 5-12 American Government, 5-12 Anthropology, and 5-12 Sociology. Respondent's Permanent Professional License is current and next expires on August 31, 2022. Respondent also holds an expired COACHING AUTHORIZATION.

2. During the relevant facts of this matter, Respondent was employed as a teacher at Metro West Learning Academy (Urbandale Community School District) in

Urbandale, Iowa.

3. On October 30, 2017, the Board of Educational Examiners received a complaint against Respondent alleging a violation of the Code of Ethics.

4. On January 11, 2018, the Board found probable cause to proceed to hearing based upon the facts set forth in paragraph 6 below.

5. The Board charged Respondent with conducting professional business in such a way that the practitioner repeatedly exposes students or other practitioners to unnecessary embarrassment or disparagement, in violation of 282 Iowa Administrative Code rule 25.3(6)(d).

6. Investigation revealed that Respondent subjected his co-workers to sexual or otherwise inappropriate jokes and anecdotes, explicit language, and other unprofessional conduct. Practitioners reported distress due to Respondent's behavior.

### **SETTLEMENT AGREEMENT**

7. This Combined Statement of Charges, Settlement Agreement, and Final Order constitutes the final resolution of a contested case proceeding and shall have the force and effect of a disciplinary order entered following a contested case hearing.

8. In order to resolve this matter without proceeding to hearing, Respondent agrees to the following conditions:

- a. Respondent accepts a WRITTEN REPRIMAND.
- b. Respondent agrees his teaching license will be SUSPENDED for a period of THREE MONTHS. Respondent's suspension shall be DEFERRED, however, so long as Respondent satisfactorily completes the requirements of subparagraphs (c) and (d).
- c. Respondent agrees to successfully complete at least fifteen in-person contact hours in "Ethics for Educators." This course is offered by the ISEA. Respondent is responsible for all costs associated with the completion of the educational course. Respondent shall provide the Board with proof of completion of the Ethics for Educators course within one (1) year of the Board's acceptance of this Combined Statement of Charges, Settlement Agreement and Final Order.
- d. Respondent agrees to successfully complete a sexual harassment course, preapproved by the Board's Executive Director. Respondent shall submit a sexual harassment course to the Board's Executive Director for approval within thirty (30) days of the Board's acceptance of this Combined Statement of Charges, Settlement Agreement, and Final Order. Respondent is responsible for all costs associated with the completion of

this requirement. Respondent shall provide the Board with proof of successful completion of this requirement within one (1) year of the Board's acceptance of this Combined Statement of Charges, Settlement Agreement, and Final Order.

- e. If Respondent fails to comply with the terms of this Agreement, the suspension shall be imposed upon the Order of the Executive Director. If the suspension goes into effect, Respondent's license shall be suspended for a period of not less than THREE (3) months from the date of the suspension order and Respondent will be eligible for reinstatement only upon submission of evidence of successful completion of the Ethics for Educators course and sexual harassment course.

### LICENSEE DECLARATION

I understand that this Combined Statement of Charges, Settlement Agreement, and Final Order is subject to the approval of the Board and will have no force or effect if it is not accepted by the Board.

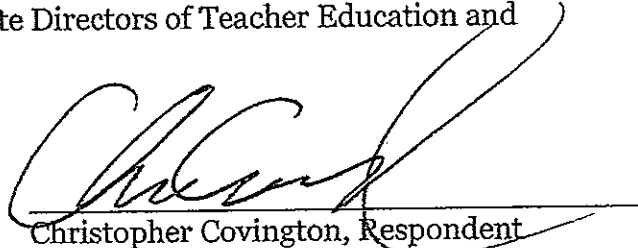
I understand State's counsel will present this Combined Statement of Charges, Settlement Agreement, and Final Order to the Board *ex parte*.

I agree to comply with the requirements set forth in the stipulations and requirements of this Combined Statement of Charges, Settlement Agreement, and Final Order and understand that my failure to do so can result in additional discipline of my license.

I understand that this Combined Statement of Charges, Settlement Agreement, and Final Order is a public record, which will become part of my permanent licensure file and will be available for public inspection and reproduction.

I understand that my name will be added to the national clearinghouse database kept by the National Association of State Directors of Teacher Education and Certification (NASDTEC).

5.10.18  
Date


  
Christopher Covington, Respondent

## ORDER

IT IS THE FINAL ORDER OF THE IOWA BOARD OF EDUCATIONAL EXAMINERS THAT:

1. The conduct with which Respondent has been charged constitutes a violation of the Code of Professional Conduct and Ethics governing the teaching profession. Respondent is REPRIMANDED for the charged conduct. Additionally, Respondent's license is SUSPENDED for a period of THREE MONTHS. The suspension shall be DEFERRED, however, so long as Respondent satisfactorily completes the requirements of paragraphs 2 and 3.
2. Respondent shall successfully complete at least fifteen in-person contact hours in "Ethics for Educators." Respondent is responsible for all costs associated with the completion of the educational course. Respondent shall provide the Board with proof of completion of the Ethics for Educators course within one (1) year of the date of this Order.
3. Respondent shall successfully complete a sexual harassment course, preapproved by the Board's Executive Director. Respondent shall submit a sexual harassment course to the Board's Executive Director for approval within thirty (30) days of this Order. Respondent is responsible for all costs associated with the completion of this requirement. Respondent shall provide the Board with proof of completion of this requirement within one (1) year of the date of this Order.
4. If Respondent fails to comply with the terms of this Agreement, the suspension shall be imposed upon the Order of the Executive Director. If the suspension goes into effect, Respondent's license shall be suspended for a period of not less than three (3) months from the date of the suspension order and Respondent will be eligible for reinstatement only upon submission of evidence of successful completion of the Ethics for Educators course and sexual harassment course.
5. In determining the appropriate sanction to impose in this case, the Board has considered the nature and seriousness of the allegations as well as mitigating circumstances.

Dated this 15<sup>th</sup> day of June, 2018.

  
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Ann Lebo, Executive Director  
Iowa Board of Educational Examiners

Copies to:

Christopher Covington  
RESPONDENT

James Gilliam  
ATTORNEY FOR RESPONDENT

Allison Schmidt  
ATTORNEY FOR THE STATE